

**MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF ANNAPOLIS AND  
UFCW, LOCAL 400**

June 1, 2012

The City of Annapolis ("City") and UFCW Local 400 ("Local 400") hereby enter into the following Memorandum of Understanding ("MOU") regarding a collective bargaining agreement for the period from July 1, 2012 through June 30, 2013. This MOU is subject to ratification by the Bargaining Unit and approval by the Annapolis City Council.

**A. DURATION OF AGREEMENT**

The MOU will be effective from July 1, 2012 to June 30, 2013.

**B. SALARIES**

(A) The City will provide for no cost of living adjustment or other increase in pay during Fiscal Year 2013 (July 1, 2012 through June 30, 2013).

(B) Employees who are eligible for step or longevity increases during Fiscal Year 2013 will receive such increase(s).

**C. PENSION**

(A) The City and the Union will contribute the following amounts to the Pension Plan over the next two years:

Year	City (% of Payroll)	Employee (% of Pay)*
FY2013	8 ½ %	5 ½ %
FY2014	8 ½ %	6 ½ %

\*Employee contribution rate is for employees hired prior to July 1, 2010. Employees hired on or after July 1, 2010 but prior to July 1, 2012 shall continue to contribute 6½% of pay.

(B) In the event that the City Finance Director determines that the City is unable to make the required pension contribution in any year, he must notify the Union and the City Council on or before February 1<sup>st</sup> of the Fiscal Year in which the contribution is due. If the Finance Director gives such notice, the City Council shall be required to hold a public hearing on the issue, and the Council shall determine whether some or all of the contribution will be made.

(C) Employees hired on or after July 1, 2012 will have to complete 25 years of service to be eligible to retire.

(D) Employees hired on or after July 1, 2012 will be required to contribute 8% of their pay to the pension.

(E) The City will create a Pension Task Force comprised of representatives of Local 400, IAFF Local 1926, the City Council, and the Administration to evaluate changes to the

Police and Fire Pension (including funding levels, plan design, and the possibility of creating a DROP program) and issue a report and recommendations on or before October 1, 2012.

**D. HEALTH INSURANCE**

(A) Expect no increase in premiums - updated price tags attached as Exhibit A.

(B) Employee cost share will remain at 80/20.

(C) Co-pays to increase in accordance with Exhibit B.

**E. RETIREE MEDICAL**

(A) For any employee who is not vested in the Police/Fire Pension Plan as of July 1, 2012, Retiree Medical benefits shall be revised so that the percentage of the retiree medical premium that the City pays for retirees and dependents will change from the current 70/30 split to a percentage equal to 2.5% multiplied by each year of City service, up to a maximum of 70%.

(B) For any employee hired on or after July 1, 2012, Retiree Medical benefits shall be revised as follows:

(1) Employees must be at least age 50 when they retire to be eligible to receive retiree medical benefits for themselves or dependents.

(2) The percentage of the retiree medical premium that the City pays for retirees and dependents will be 2.5% multiplied by each year of City service, up to a maximum of 70%.

(C) For any employee who is vested in the Police/Fire Pension Plan as of July 1, 2012, Retiree Medical benefits shall remain the same as set forth in Article 23 of the 2010-2012 Collective Bargaining Agreement.

**F. FURLOUGH DAYS**

Discontinue furlough days.

**G. NOTICE OF SCHEDULE CHANGES**

Revise Article 1.2 by adding new sections 1.2(a) and 1.2(b):

1.2(a) An officer shall be given a minimum of 10 days notice of any change in scheduled days off. If the City requires an officer to work a scheduled day off with less than 10 days notice, the officer shall be paid overtime at a rate of 1 ½ times his regular hourly rate for all hours worked that day.

1.2 (b) An officer shall be given a minimum of 48 hours notice of any change in the hours he is

scheduled to work on a shift. If the City changes the hours an officer is scheduled to work on a shift with less than 48 hours advance notice, the officer shall be paid overtime at a rate of 1 ½ times his regular rate for each hour he is required to work outside of his originally scheduled hours.


#### **H. CLOTHING & EQUIPMENT ALLOWANCE**

Replace the language of current Article 26 with the following language:


(a) An officer will receive a clothing and equipment allowance of \$850 per fiscal year. Officers who have volunteered to work in a second department function in which a different uniform is required (such as SWAT, voluntary bicycle patrol, or honor guard) will receive an additional \$75 in clothing and equipment allowance. The maximum total clothing and equipment allowance an officer may receive in a fiscal year is \$925.

(b) Officers will be given a cleaning allowance of \$40/month which is included in their biweekly paycheck to cover all uniform cleaning expenses.

**AGREED AND ACCEPTED THIS 1 DATE OF JUNE, 2012:**



W. Christian Sauter  
Director of Collective Bargaining  
UFCW Local 400



Paul M. Rensted  
Director of Human Resources  
City of Annapolis

# City of Annapolis ~ Flexible Employee Benefits Program

2012/13 vs 2011/12 Price Tags [80% ER - 20% EE]

[Increases: 0% Medical and Vision; 8.5% RX and Plus Dental; 8.4% Core Dental]

12/13 - Bi-Weekly	Individual		EE/Child		EE/Spouse		Family	
	ER	EE	ER	EE	ER	EE	ER	EE
CORE Medical	\$145.88	\$36.47	\$291.70	\$72.92	\$373.88	\$93.47	\$415.95	\$103.99
EPO Medical	\$161.90	\$40.48	\$322.19	\$80.55	\$414.42	\$103.61	\$467.47	\$116.87
PLUS Medical	\$177.83	\$44.46	\$355.79	\$88.95	\$489.81	\$122.45	\$545.66	\$136.42
RX	\$48.50	\$12.13	\$96.58	\$24.15	\$159.35	\$39.84	\$162.26	\$40.57
Dental Core	\$6.21	\$1.55	\$11.56	\$2.89	\$11.56	\$2.89	\$17.13	\$4.28
Dental Plus	\$10.40	\$2.60	\$16.28	\$4.07	\$22.57	\$5.64	\$30.22	\$7.56
Vision Core	\$2.32	\$0.58	\$5.00	\$1.25	\$5.00	\$1.25	\$5.00	\$1.25
Vision Plus	\$3.08	\$0.77	\$6.62	\$1.66	\$6.62	\$1.66	\$6.62	\$1.66

11/12 - Bi-Weekly	ER	EE	ER	EE	ER	EE	ER	EE
CORE Medical	\$145.88	\$36.47	\$291.70	\$72.93	\$373.88	\$93.47	\$415.94	\$103.99
EPO Medical	\$161.90	\$40.47	\$322.19	\$80.55	\$414.42	\$103.61	\$467.47	\$116.87
PLUS Medical	\$177.82	\$44.46	\$355.79	\$88.95	\$489.81	\$122.45	\$545.66	\$136.41
RX	\$44.70	\$11.18	\$89.02	\$22.25	\$146.87	\$36.72	\$149.55	\$37.39
Dental Core	\$5.73	\$1.43	\$10.67	\$2.67	\$10.67	\$2.67	\$15.80	\$3.95
Dental Plus	\$9.58	\$2.40	\$15.01	\$3.75	\$20.80	\$5.20	\$27.85	\$6.96
Vision Core	\$2.32	\$0.58	\$5.00	\$1.25	\$5.00	\$1.25	\$5.00	\$1.25
Vision Plus	\$3.08	\$0.77	\$6.62	\$1.66	\$6.62	\$1.66	\$6.62	\$1.66

\$ Increase over 10/11	ER	EE	ER	EE	ER	EE	ER	EE
CORE Medical	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EPO Medical	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
PLUS Medical	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
RX	\$3.80	\$0.95	\$7.57	\$1.89	\$12.48	\$3.12	\$12.71	\$3.18
Dental Core	\$0.48	\$0.12	\$0.90	\$0.22	\$0.90	\$0.22	\$1.33	\$0.33
Dental Plus	\$0.81	\$0.20	\$1.28	\$0.32	\$1.77	\$0.44	\$2.37	\$0.59
Vision Core	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Vision Plus	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

% Increase over	ER	EE	ER	EE	ER	EE	ER	EE
BlueChoice	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BCBC Core	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
EPO Medical	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
RX	8.5%	8.5%	8.5%	8.5%	8.5%	8.5%	8.5%	8.5%
Dental Core	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%
Dental Plus	8.5%	8.5%	8.5%	8.5%	8.5%	8.5%	8.5%	8.5%
Vision Core	0%	0%	0%	0%	0%	0%	0%	0%
Vision Plus	0%	0%	0%	0%	0%	0%	0%	0%

**City of Annapolis**  
**In Network Copay Changes effective July 1, 2012**

<b>Core and Plus PPO Medical Plans</b>	<b>Current</b>	<b>Effective 7/1/12</b>
Office Visit Copay Primary Care, Specialist, Chiropractor, Therapy, Acupuncture, Diagnostic, X-Ray and Lab	\$10	\$15
Urgent Care	\$15	\$25
ER Injury	Core - 10% Plus - covered at 100%	Core - \$25 copay then 10% Plus - \$25 copay
ER Illness	\$25	\$50
Hospital Admission Copay	\$0	\$100 then applicable coinsurance
<b>EPO Medical Plan</b>	<b>Current</b>	<b>Effective 7/1/12</b>
Office Visit Copay Primary Care, Acupuncture	\$10	\$15
Office Visit Specialist, Chiropractor and Therapy	\$20	\$25
Urgent Care	\$20	\$30
ER Injury	\$50	\$75
ER Illness	\$50	\$75
Hospital Admission Copay	\$0	\$100
<b>Prescription Drug Plan</b>	<b>Current</b>	<b>Effective 7/1/12</b>
Retail - Generic/Preferred/Non-Preferred	\$5/20/35	\$10/25/40
30-Day Supply Maintenance at Retail [after initial 2 fills]	\$25/40/55	\$30/45/60
Mail Order - Generic/Preferred/Non-Preferred	\$10/40/70	\$20/50/80